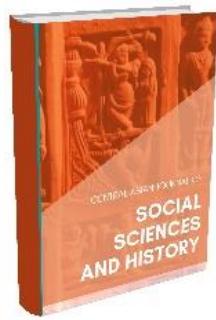




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Institutional Effectiveness of Community Supervisory Group (Pokmaswas) in Supervision of Illegal Fishing and Destructive Fishing in Gorontalo Province

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Abstract:

The use and management of fisheries resources must be accompanied by maintaining and maintaining their sustainability, so that they can be used continuously or sustainably. For this reason, it is necessary to anticipate monitoring activities carried out around the area, so that they do not disturb the sustainability of fisheries resources. Supervision activities are carried out by fisheries supervisory officers who have been appointed by the Ministry of Maritime Affairs and Fisheries to protect fisheries resources in Indonesia. And also the Directorate General of Marine Resources and Fisheries Control is also carrying out increased supervision by coordinating and collaborating with security forces and law enforcement at sea. However, considering the vast area of waters in Indonesia and also the limited facilities

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and infrastructure as well as the number of supervisory personnel are still the main obstacles in achieving optimal monitoring performance. To overcome this problem, there is a need for community involvement in carrying out monitoring activities to protect and preserve fisheries resources in their respective areas. The potential for supervisory resources in the community is quite large in assisting supervision and has also become a cultural custom in each region. We realize that traditional community involvement is a formula that needs to be developed, especially in the context of monitoring and managing fisheries resources. Therefore, community participation in implementing supervision in the field is highly expected.

INTRODUCTION

The Indonesian seas have a variety of abundant riches. Wealth contained in the sea can be divided into wealth originating from marine resources and fisheries resources. Marine resources are in the form of coral reefs and sea sand, while fisheries resources are in the form of capture fisheries, aquaculture and processing of fishery products.

The increasing intensity of utilization of marine and fisheries resources will pose a threat to their sustainability. Threats to the sustainability of marine and fisheries resources occur due to business actors exploiting fishery resources irresponsibly and not in accordance with applicable laws and regulations. Like business actors, fishing is carried out in ways that damage the environment and endanger marine and fisheries resources, such as illegal fishing, poisoning, fishing, bombing, electric shocks and other methods that damage biological and non-biological ecosystems in water areas.

Therefore, the use and management of fisheries resources must be accompanied by maintaining and maintaining their sustainability, so that they can be used continuously or sustainably. For this reason, it is necessary to anticipate monitoring activities carried out around the area, so that they do not disturb the sustainability of fisheries resources.

Supervision activities are carried out by fisheries supervisory officers who have been appointed by the Ministry of Maritime Affairs and Fisheries to protect fisheries resources in Indonesia. And also the Directorate General of Marine Resources and Fisheries Control is also carrying out increased supervision by coordinating and collaborating with security forces and law enforcement at sea. However, considering the vast area of waters in Indonesia and also the limited facilities and infrastructure as well as the number of supervisory personnel are still the main obstacles in achieving optimal monitoring performance.

In fisheries and marine activities in Gorontalo Province, there are four important actors who focus on monitoring activities, namely the Task Force for the Eradication of Illegal Fishing and fishing using fishing gear/fishing aids that damage marine and fisheries resources (Destructive Fishing) which consists of the central government from the Ministry of Maritime Affairs and Fisheries represented by the Marine and Fisheries Resources Monitoring Work Unit (Satker PSDKP), a monitoring team from the Gorontalo Provincial Maritime and Fisheries Service, the Indonesian Navy, the Gorontalo Police Regional Police and also assisted by one actor supporters in monitoring marine and fisheries resources from community groups.

The Gorontalo Province Maritime and Fisheries Service is tasked with overseeing the preservation of marine and fisheries resources. In carrying out its duties, DKP involves coastal communities by forming community monitoring groups (Pokmaswas). Pokmaswas membership consists of elements from village officials, religious leaders, traditional leaders and fishermen (Gorontalo Province Fisheries and Maritime Service 2005). The recruitment system has not yet been officially implemented. People who are willing to become Pokmaswas members apply voluntarily, and do not receive a salary for carrying out Pokmaswas activities.

Direct supervision of coastal communities regarding marine and fisheries resources is very necessary because coastal communities are the parties who have direct contact with the sea. The general objective of community-based marine ecosystem monitoring is to empower communities to actively participate and be directly involved in efforts to overcome damage to marine resources (Nikijuluw, 2002).

There are several areas in Gorontalo Province where illegal fishing and destructive fishing are rampant due to complaints from the community and community groups, such as Pohuwato Regency, North Gorontalo Regency, Gorontalo Regency and Bone Bolango Regency. Pokmaswas complaints that are often reported include bombings, buying and selling turtles, use of fishing gear and electrocution of fish.

This problem is only limited to internal and external factors that influence the effectiveness of POKMASWAS, so it does not include other factors that might influence fisheries monitoring, such as social and economic factors, does not include the environmental impact of illegal fishing and destructive fishing on aquatic ecosystems, such as damage to reefs, corals, decreased water quality, and loss of biodiversity.

METHOD

This research was carried out in districts and cities in Gorontalo Province. The research location was determined by purposive sampling or deliberately with the consideration that the location was the location of a community monitoring group (POKMASWAS). The implementation time is 3 (three) months from August to November 2023

The data sources used in this research are primary data and secondary data. Primary data sources are the main data sources, namely the results of in-depth interviews with informants. As the aim of a case study requires a detailed, in-depth, comprehensive study of a particular object which is usually

relatively small over a certain period of time, including its environment, the informants in the research are specifically selected based on purposive sampling (purposeful sampling) with the consideration that the selected informants are deemed to know clearly regarding the problems to be researched (Umar, 2002: 131).

Secondary data sources are supporting data related to the research focus that is needed to complement primary data. Secondary data is in the form of documents related to capacity development coastal community institutions, including laws, government regulations, regional regulations, standard operating procedures (SOP), activity reports and others that are relevant to this research.

DISCUSSION

Organizational characteristics are how the relationships that occur within an organization between superiors and subordinates, and fellow co-workers. What is the salary system and habits of the organization (Reja, 2016). These characteristics can be sought to provide support for improving employee performance.

Every form of organization definitely requires structure, because a unity within the organization is the formation of several sub-works or sub-fields to carry out its duties and functions which are summarized in the organization. Therefore, the formation of an organizational structure is very important. The results of respondents' assessments of organizational characteristics can be seen in Table 2.

An explanation of respondents' opinions regarding organizational characteristics is as follows: (1) the statement "The POKMASWAS organizational structure supports a clear division of tasks. 100% expressed positive opinions with 59.38% strongly agreeing and 40.63% agreeing." (2) The chain of command in POKMASWAS is effective for decision making. 100% expressed a positive opinion, namely 56.25% said they strongly agreed and 43.75 said they agreed. (3) POKMASWAS human resources are adequate and of good quality. 100% expressed a positive opinion, namely 50% strongly agreed and 50% agreed. (4) Ensuring efficient and effective management of owned resources. 100% expressed a positive opinion with 62.5% strongly agreeing and 37.5% agreeing.

Based on table 2, it can be explained that the organizational structure and division of tasks, chain of command among POKMASWAS members are running as they should. Quality human resources and good management effective and efficient. "The organizational structure of Pokmaswas has been regulated in the Pokmaswas organization's previously established AD/ART, which consists of several related parties, namely local government, traditional/niniak mamak stakeholders, community leaders, youth, religious leaders, fishermen, fish farmers, and several other communities, and the placement is in accordance with the expertise of each member and administrator.

According to Rahman et al., (2020), organizational characteristics are a condition where every organization or work environment has regulations, policies, reward systems and other missions that

influence each employee. Furthermore, it was found that organizational characteristics are a place where all parts are integrated to create a work environment for each individual, in which there is policy, culture or work culture.

The success of an organization in maintaining its existence and achieving success is influenced by the company's performance and the performance of its employees. To achieve the expected performance, the characteristics of an organization also have an important role in influencing employee performance. Every employee and organization must have a strong commitment, good relationships between employees and each other and between employees and superiors.

Sedarmayati (2000) states that increasing employee performance will not happen by itself, without certain preconditions. Efforts to improve employee performance require commitment, determination and continuous efforts from all parties in the organization to improve it, where this is greatly influenced by the characteristics of individuals in the organization. Besides that, organizational support is needed to create a work environment that includes conducive worker characteristics and organizational characteristics (Idris, 2001). Environmental characteristics include two aspects, namely the first aspect is the external environment, namely the environment that is outside the boundaries of the organization and is very influential on the organization, especially in decision making and taking action. In the Pokmaswas organization, the relationship with the environment outside the organization is good, because when they make decisions and take action they always coordinate with the village government and traditional stakeholders.

According to Rapoport (1982) in Andreas et al., (2014) states that the existence of a residential environment cannot be separated from the people who inhabit it, the activities carried out and the relationships between the people. Social groups or communities such as in residential environments are formed because of social interactions within them. Interaction occurs because of social contact and social communication. In relationship with the physical form of the environment, the level of interaction determined by the physical structure and arrangement of the residence, the symbolic aspects of the residential units, the relative homogeneity and heterogeneity of each population, the nature of information control provided by each unit, the mobility of each population where they live.

An explanation of respondents' opinions regarding worker characteristics is as follows: (1) the statement "POKMASWAS members have the necessary qualifications and skills" 100% expressed a positive opinion, namely 65.63% strongly agreed, 34.38% agreed. (2) Providing sufficient training to increase member competency 100%, namely 65.63% strongly agree, 34.38% agree. (3) Creating appropriate incentives to maintain work morale. 100% expressed a positive opinion, namely 50% strongly agreed and 50% agreed. (4) The physical and psychological well-being of POKMASWAS members is 100% guaranteed, expressing a positive opinion, namely 56.25% strongly agree and 40.63% agree and 3.13% disagree. (5) POKMASWAS provides the support and facilities needed by its members. 100% expressed a positive opinion, namely 50% said they strongly agreed, 43.75% said they agreed, 3.13% said they disagreed and the other 3.13 said they strongly disagreed.

An explanation of respondents' opinions regarding management practice is as follows: (1) the statement "POKMASWAS operational policies are clear and in accordance with supervisory

objectives" 100% expressed a positive opinion, namely 50% strongly agreed, another 50% agreed. (2) POKMASWAS complies with regulations and regulations related to members 100%, namely 62.50% strongly agree, 37.50% agree. (3) The reporting system in POKMASWAS is effective and responsive. 100% expressed a positive opinion, namely 53.13% strongly agreed and another 46.88% agreed. (4) Communication channels at POKMASWAS are good, both internal and external. 100% expressed positive opinions, namely 65.63% strongly agreed and 34.38% agreed. (5) POKMASWAS has an effective performance evaluation mechanism. 100% expressed positive opinions, namely 62.50% strongly agreed, 37.50% agreed. (6) POKMASWAS implemented continuous improvements based on the evaluation results. 100% expressed positive opinions, namely 65.63% strongly agreed and 34.38% agreed.

Management has a function consisting of five basic activities, namely planning, organizing, motivating (actuating), controlling, staff processing (leading). Planning consists of all managerial activities related to preparation for the future. POKMASWAS still does not have a written plan for the short, medium or long term. Even though they don't have a written plan, that doesn't mean this group doesn't have a plan that they want to realize. The work plan that POKMASWAS wants to realize has a vision, mission and goals to be achieved. This is in accordance with the results of performance effectiveness measurements which state that the performance of the POKMASWAS group in the work plan and final evaluation is considered to be effective in monitoring illegal fishing and destruction.

According to the Ministry of Maritime Affairs and Fisheries (2021), fishing using destructive methods (Destructive fishing) is a fishing activity that uses a tool that can damage marine and fishery resources as a tool. This destructive fishing practice has a negative impact on the environment and the fishermen themselves.

CONCLUSION

The results of research conducted on the effectiveness of institutional community monitoring groups (pokmaswas) in monitoring illegal fishing and destructive fishing in Gorontalo province, obtained the following conclusions:

1. The effectiveness of the institutional community monitoring group (POKMASWAS) in monitoring Illegal Fishing and Destructive Fishing in Gorontalo province is considered by respondents to be very effective.
2. The factors that influence institutional effectiveness are organizational characteristics, environment, workers and management practices.

SUGGESTION

From the research results, it can be suggested that POKMASWAS as an institution that has a role and strategy, is very important to maintain and improve the effectiveness of the institution through better structuring of organizational functions.

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